



The Army Distributed Learning Program (TADLP)

8 March 2005

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TRADOC Program Integration Officer

The Army Distributed Learning Program

Agenda

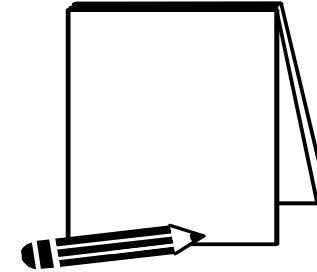
- Learning Strategies (LS)
- TADLP Training Transformation
- Instructor Contract Hour (ICH)
- Army Learning Management System (ALMS)
- Courseware Approval Process
- Lifelong Learning Centers (LLC)
- Deployed Digital Training Campus (DDTC)
- Army Training Information System (ATIS)

Sketchy Design

1. Check the vault



2. Lots of white space

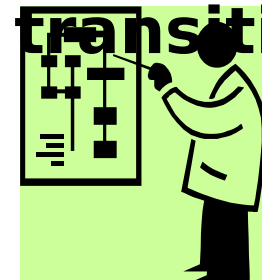


***Total Army Training
System Courseware
Instructor Book***

4. Check time



3. Flow & transitions

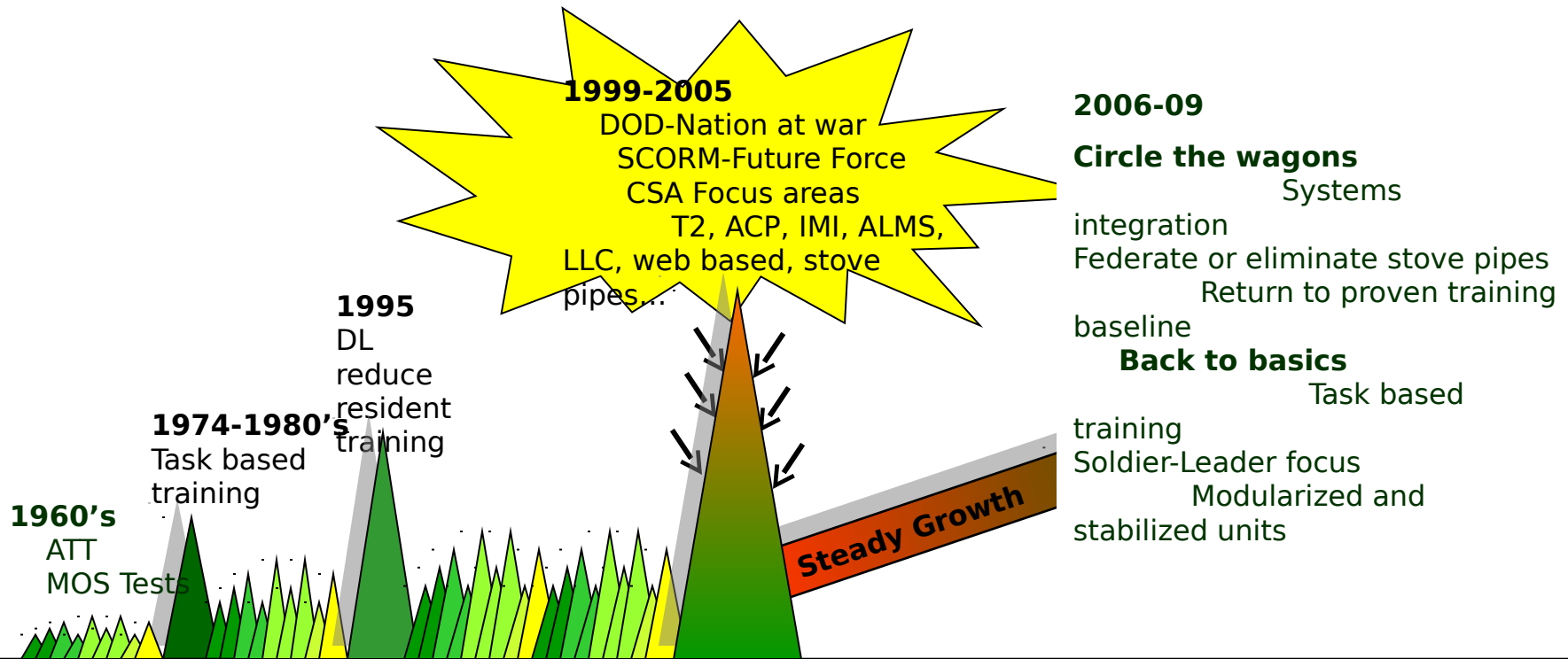


DL Design Guidelines

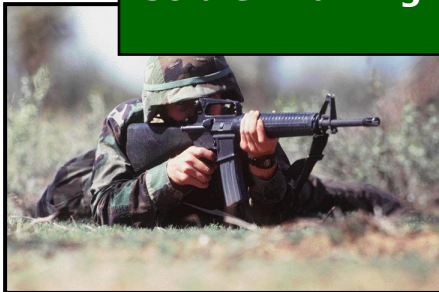
- Over 30 guidelines
- Based in solid learning research
- 1750's address apply these guidelines, as appropriate, in designing DL courseware

Transforming TADLP

How We Got Where We Are & The Way Ahead



Soldier training base line - capability to perform the critical combat tasks to standard - anytime



Current Operational Environment (COE)

- Nation and Army at War
- DoD Training Transformation (T2)
- Army Campaign Plan
- Deployments – Redeployments
- Army Modular Force
- Stabilizing Units

***Refocus program to meet current
challenges in training the Army's
Soldiers and leaders***

Refocus TADLP

- Lest we Forget...

- ✓ Individual competence is a function of reaching and maintaining proficiency in individual mission critical tasks
- ✓ Individual competence is a building block for collective team performance of some of the most complex tasks that occur in actual combat

- What we're thinking:

- ✓ Focus TADLP Training Development on the critical individual tasks, common tasks, drills, team training and Lessons Learned for Soldiers and Leaders in deploying and deployed units
- ✓ Address the Operational and Institutional Domains

Task Training Packages

- Utilizes standard development template
- Focuses on specific training requirement/event
- Provides mental skills training for a task or tasks
- Supports initial, sustainment, and/or supervisor training
- Supports initial training of MOS tasks in resident schools
- Provides transition training into the unit (esp. important to RC DMOSQ)

Instructor Contact Hour Background

- Issue: TRADOC schools have NO current resource incentive to use DL
- Why: We lack a Structure Manning Decision Review (SMDR) resource model
- Solution: Create/develop a DL ICH Model

Current ASAT ICH Calculation for Resident Based Training

Illustrative Example

Optimum Class size: 15

| Step | Method of Instruction | Time of Instruction | Instructor to Student Ratio | ICH |
|--------------|-----------------------|---------------------|-----------------------------|------|
| Introduction | Conference/Discussion | 0.1 | 1:15 | 0.1 |
| TLO (1) | Test | 3.0 | 1:6 | 9.0 |
| TLO (2) | Conference/Discussion | 0.8 | 1:15 | 0.8 |
| TLO (3) | Conference/Discussion | 2.0 | 1:15 | 2.0 |
| TLO (4) | Practical Exercise | 12 | 1:8 | 24 |
| TLO (5) | Conference/Discussion | 3.0 | 1:15 | 3.0 |
| TLO (6) | Conference/Discussion | 4.5 | 1:15 | 4.5 |
| TLO (7) | Practical Exercise | 12.4 | 1:8 | 24.8 |
| Summary | Conference/Discussion | 0.1 | 1:15 | 0.1 |
| Total | | 37.9 | | 68.3 |

ASAT ICH Calculation Formula:

Time of instruction X Number of Instructors per group X (Optimum Class size
Instr:Student Rat

Instructor-Student Interaction

Worksheet

DL ICH Instr:Student Interaction Multiplication Factor

| Bloom's Taxonomy | | Level of Interactivity | | | |
|------------------|--------------------------------|------------------------|------------------|-----------------|-------|
| | | Very Low | Low | Moderate | High |
| Domain | Level of Intellectual Behavior | >1:175 | >1:100 <1:175 | >1:50 <1:100 | <1:50 |
| Cognitive | Knowledge | | | | |
| | Comprehension | .25 | | | |
| | Application | | .50 | | |
| | Analysis | | | .75 | |
| | Synthesis | | | | 1.0 |
| | Evaluation | | | | |
| Psychomotor | Imitation | | | | |
| | Manipulation | .25 | | | |
| | Precision | | .50 | | |
| | Articulation | | | .75 | |
| | Naturalization | | | | 1.0 |

Recommended Solution

Use ASAT DL calculations modified with factor from interaction table based upon class size and interaction.

- Example 1: (Class size =15/ High level of instructor-student interaction/Requires Synthesis)
 - $\text{ICH} \times \text{Interaction Matrix Factor} = \text{DL ICH}$
 - $68.3 \times 1.0 = 68.3 \text{ ICH for the DL course}$
- Example 2: (Class size =75/ Moderate level of instr-student interaction/Requires Application)
 - $\text{ICH} \times \text{Interaction Matrix Factor} = \text{DL ICH}$
 - $68.3 \times .75 = 51.225 \text{ ICH for the DL course}$
- Example 3: (Class size =150/ low level of instr-student interaction/Requires)
 - $\text{ICH} \times \text{Interaction Matrix Factor} = \text{DL ICH}$
 - $68.3 \times .50 = 34.15 \text{ ICH for the DL course}$
- Example 4: (Class size =250/ low level of instr-student interaction/Requires Knowledge)
 - $\text{ICH} \times \text{Interaction Matrix Factor} = \text{DL ICH}$
 - $68.3 \times .50 = 17.075 \text{ ICH for the DL course}$

Good News

- TRADOC Schools have incentive to use DL
- Process will allow instructor credit for DL courseware
- Simple process that builds on current procedures
- Can be implemented immediately and be in place for Oct 05 SMDR

Army Learning Management System

- Fielded to date:

- ✓ Fort Leonard Wood: December 2004
- ✓ Fort Gordon: January 2005
- ✓ Fort Eustis: February 2005
- ✓ Fort Knox: March 2005

- Upcoming Fieldings (Remaining TRADOC Schools):

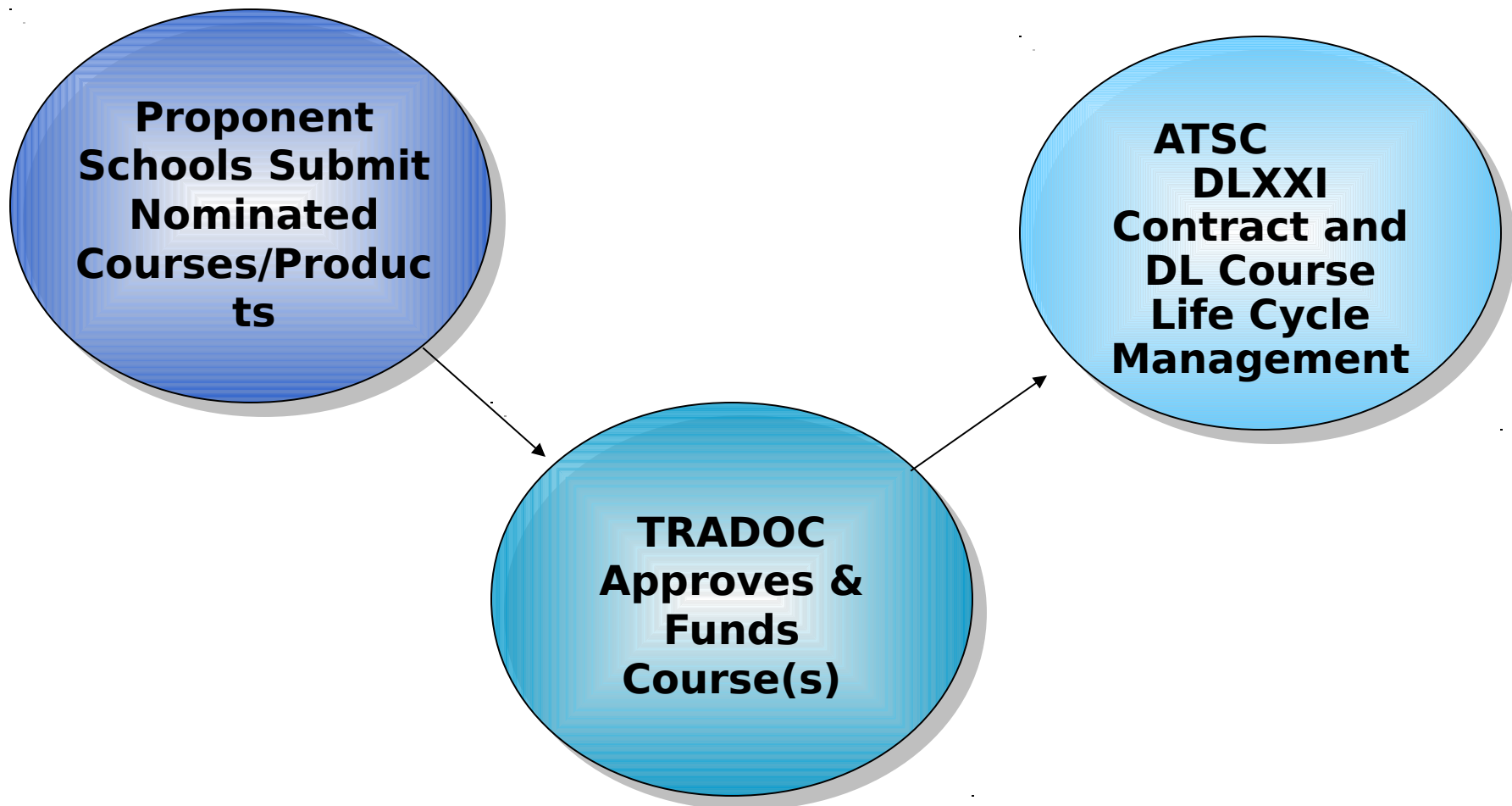
- ✓ Fort Sam Houston: April 2005
- ✓ Fort Bliss: April 2005
- ✓ Fort Lee: May 2005
- ✓ Fort Benning: June 2005
- ✓ Fort Sill: June 2005
- ✓ Aberdeen Proving Grounds: July 2005
- ✓ Fort Huachuca: August 2005
- ✓ Fort Jackson: September 2005
- ✓ Fort Leavenworth: September 2005

Army Learning Management System (cont)

Lessons Learned:

- LMS is currently optimized to facilitate DL base training, **NOT** resident based training
- School house preparation during site survey
- School house participation during fielding (need right folks there)
- Training database requirement

Courseware Approval Process



What Is The School Obligated To Do? *Prior to Funding*

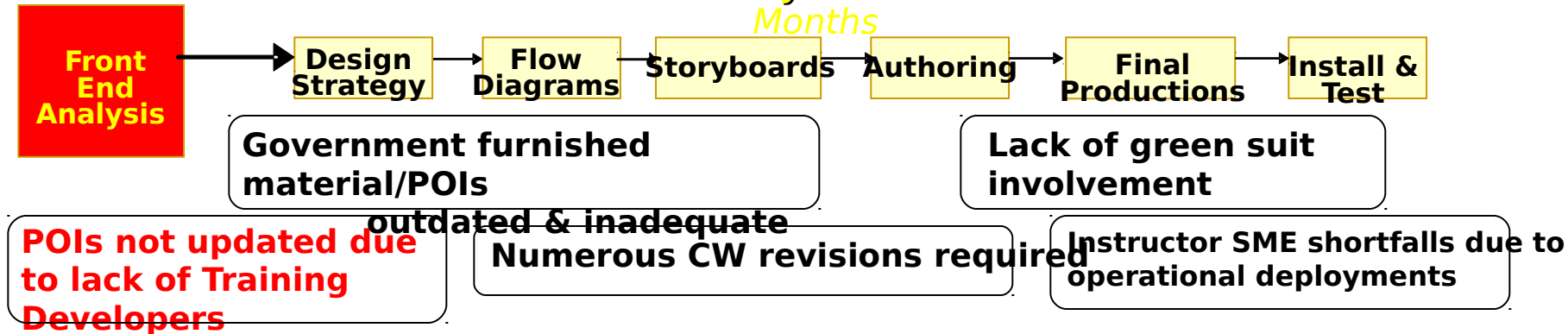
- Submit Course Administrative Data (CAD) with supplemental questions via the Training Requirements Analysis System (TRAS) for documentation into the Army Training Requirements and Resource System (ATRRS)*
- Copy of the CAD with Supplemental 16 Questions provided to ATSC
- Statement of Work (SOW)
- Certification that Government Furnished Information (GFI) is available
- Proponent senior leadership buy-in to Distributed Learning (DL) strategy and commitment to properly managed CW development

* Reference Training Requirements System Analysis , Chapter II-8-4 (TRAS Documents)

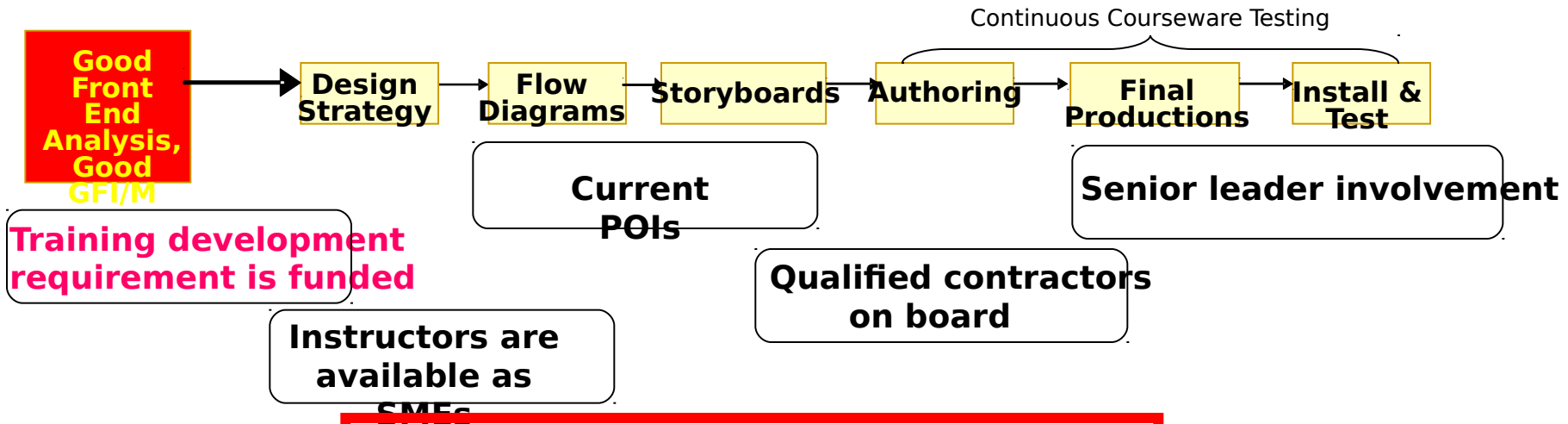
Courseware Redesign Process

35 Hour Course Example:

Reality 8 to 24 Months

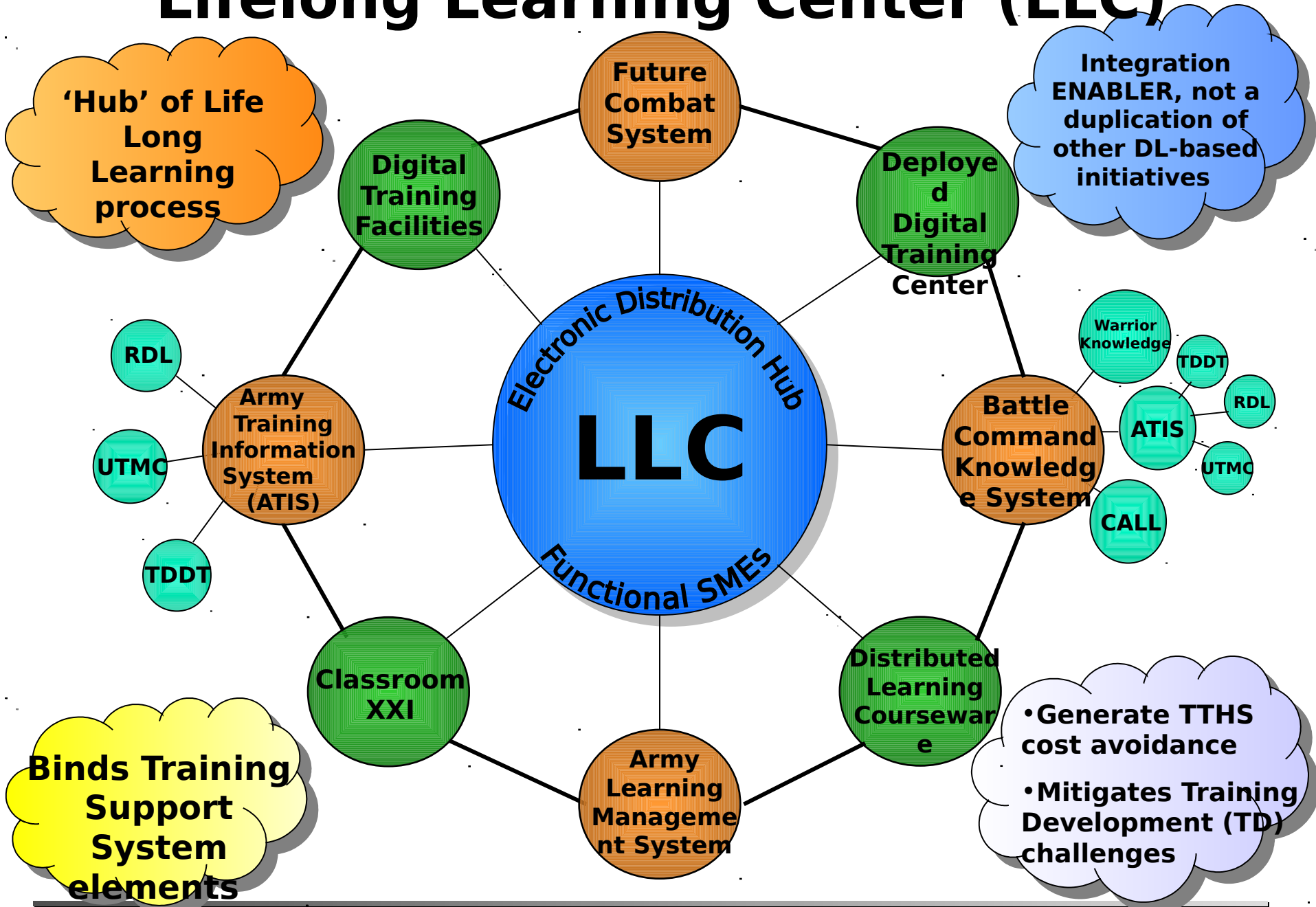


Goal To 12 Months



Teamwork Is Key

Lifelong Learning Center (LLC)



Lifelong Learning Centers FY06 Pilots

- What we are doing: Establishing LLCs across TRADOC to provide the digital hub for the Army's Lifelong Learning process for Soldiers to reach back to proponent schools for training and education throughout their careers.
- Where the pilots are located: Fort Leavenworth and Fort Leonard Wood
- Why conduct LLC pilots: To test and validate the LLC concept

Deployed Digital Training Campus

- Where we are:

- ✓ Operational Concept staffed and coordinated
- ✓ DDTC system requirements baseline finalized
- ✓ Developing scope of work for initial objective system build

- Acquisition Process:

- ✓ Request for Proposal Release 3rd QTR, FY05
- ✓ Award Contract 4th QTR, FY05
- ✓ Developmental Testing 2nd QTR, FY06 to 4th QTR, FY06
- ✓ Operational Test 1st QTR, FY07
- ✓ Full Rate Production Decision 2nd QTR, FY07

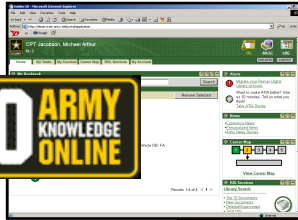
DDTC Supporting 101st Airborne Division

Ft Campbell DDTC Prototype Project:

- Providing 2 prototype systems to the 101st Airborne Division ~June 05
- Continue to refine requirements and validate operational concept in a deployed environment
 - ✓ System Operator Training
 - ✓ Sustainment

ATIS Operational Vision

SOLDIER TRAINING HOMEPAGE



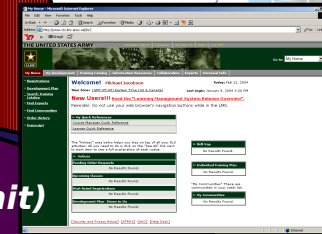
- ✓ Single access point through AKO
- ✓ RDL
- ✓ Multiple user access enablers

TRAINING DELIVERY

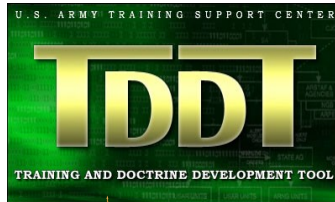
Digital Tech Tng Program
Digital Training Facility
Deployed Digital Training Campus



LEARNING MANAGEMENT SYSTEM



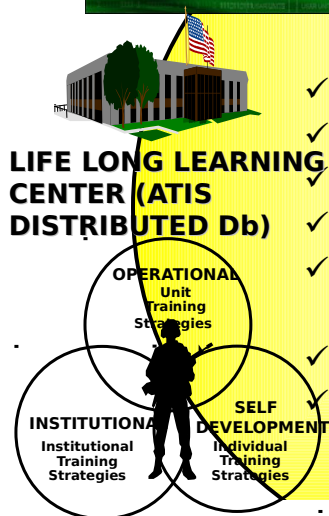
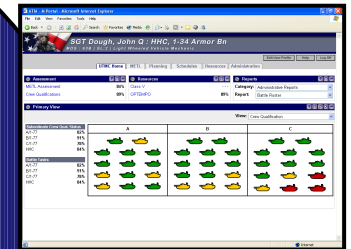
TRAINING AND DOCTRINE DEVELOPMENT TOOLKIT



TRAINING DATA & COURSEWARE

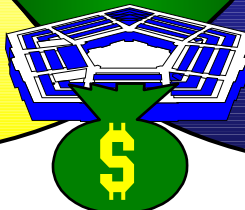
Soldier Data
(Institutional/Unit)
Training Data

UNIT TRAINING MNGT CONFIGURATION



- ✓ Doctrine
- ✓ Individual Tasks
- ✓ Collective Tasks
- ✓ Individual TSPs
- ✓ Combined Arms Training Strategies
- ✓ POIs
- ✓ DL Courseware

TRAINING/DOCTRINE DEVELOPMENT



ATIS
Common
Data Access

DA LEVEL MNGT
PEOPLE
FACILITIES
AMMO

- ✓ Resident/Non-Resident Training Management
- ✓ Unit Training Management
- ✓ METL Development
- ✓ Capabilities based training planning

TRAINING MANAGEMENT

ATIS ORD Milestones

- ATIS World Wide Staffing Complete
- Simulation Support Plan Complete
- Anticipated Submission to DA March 05
- Anticipated Army Requirement Oversight Council (AROC) May 05

Questions?

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